App. F. IX-4

Previous References. 1940-1 (War) War-File No. 136-40.
Serial Nos. 163.

Later References.

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. [illegible]

Part B for December 1941

SUBJECT.

Technical Training Units -
Further militarisation of [illegible]
[illegible].

Krishnan
22.12.41

727/W. 921/40. Technical Training Scheme - Partial militarisation of certain Training Centres.

General and Revenue Secretariat | W File No. 136 of 1940-1 | [App. F. III-2

Serial No.

1 From The Secy to the Govt of India
F. 46-40 (IV) W 3 16th Octr. 41 forwarding for information copies of letter re. a plan for the partial militarisation of certain training Centres.

Paragraph 4 of the Circular letter indicates the Technical Training Centres provisionally selected as Civil Training Centres and no institution in this State comes under that category.

(A) The other training Centres in the 50 or more trainees in this State are the following:-

(B) (1) Engineering College - 200.
(2) M. S. Ry Workshops - 60.
(3) Govt Electrical Factory - 55

The training in 2 & 3 has not yet started & does not form the list.

II Institutions in which 20 & 49 War Trainees are being trained. (1) Iron & Steel Works - 40.
(2) C. I. Workshop - 48.

Subd for perusal.

RS 20/X

20/10.

Chief Secy (Law Minister) 20/10/41

20/10

From The Secy to the Govt of Bombay 23/10/41
F 46-40 (IV) W 3 14th Nov. 41 forwarding a copy of Labour Dept. letter to all Heads of Training Centres

Subd for perusal

15/11

(Law Secy)

15/11

GHI * 20 OCT 194 * GOVT. OF

OCT 20 1941

NOTE—Continue Sheet.

822/W.

92/WS Technical Training Scheme.

W File No. 136 Partial mobilisation of certain Training Centres. of 1940-1

General and Revenue Secretariat

Serial No.

For Initials

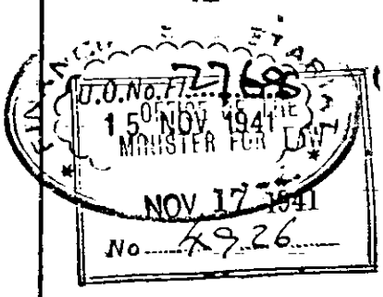
Law Minister
Home Food Secy

MMS 15.11.41

AR 17.11.41
JDJ 17/11

Hm 18-11-41

MMS 18/11/141



From The Secy to a Hble the Resident. 3.
F. 46-40(W)/W & 11th Dec. 41 forwarding
a Corrigendum Slip No 1 & 19th Nov. 41
to the Civil Plan.

Subd for perusal.

RS 12/12

L 12/12

General and Revenue Secretariat | File No. | of 194 . | [App. F. III-2

Serial No.

W 136-40-1

Pl 786/127/W.

The reply to this communication should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

No. F.46-40(IV)/W.

FROM

THE SECRETARY
TO THE HON'BLE THE RESIDENT IN MYSORE.

To

The Chief Secretary to the Government of His Highness the Maharaja of Mysore, Bangalore.

17 OCT. 1941 GOVT. OF MYSORE

Dated Bangalore, the 16th October *1941.*

Technical Training Scheme - Partial militarisation of certain training centres.

SIR,

I am directed to forward for information copies of the papers noted in the margin, regarding a plan for the partial militarisation of certain training centres.

1. Letter from the Government of India, Labour Department No.TRA. 411(1), dated the 17th September 1941.
2. The CIVMIL Plan-Militarisation of certain training centres.
3. Technical Training-Terms and conditions of service of technical personnel.

I have the honour to be,
Sir,
Your most obedient servant,

for SECRETARY TO THE RESIDENT.

VN

NOTE—Cont. Sheet.

WD

Telegrams:-
"LABOUR"

GOVERNMENT OF INDIA.
DEPARTMENT OF LABOUR.

No. TRA.411(1).

Dated Simla, the 17th September 1941.

From

H. Tufnell-Barrett, Esquire, I.C.S.,
Deputy Secretary to the Government of India,

To

The Heads of
(1) Civmil Training Contres.
(2) Training Centres with 50 or more trainees.
(3) Training Centres with 20 or more but less than 50 trainees,

(Vide list attached).

Subject:- Technical Training Scheme - Partial militarisation of certain training centres.

Sir,

In continuation of this Department *telegram No. TRA.411 / endorsement No.TRA411 dated the 8th / dated the 10th September 1941, I am directed to forward herewith one copy (with *50 / 20 spare copies) of a plan for the partial militarisation of certain training centres, [of which yours is one,] with a view to ensure an adequate and speedy supply of trained tradesmen for the technical branches of the Indian Army. [It is hoped that you will have no objection to the proposals and that you will assist the Central Government in implementing the scheme.] If you have not already done so, I am now to request you to be good enough to call for volunteers for the Army from among the trainees in your charge and to telegraph the number of (a) volunteers with four months training or more, and (b) volunteers with less than four months training, showing their trades, to the Technical Recruiting Officer for your area and to this Department, and to send a post copy to the Regional Inspector and the National Service Labour Tribunal concerned. Thereafter, the Technical Recruiting Officer will arrange to visit your institution and enrol such of the volunteers as are found suitable and medically fit.

*To N os. (1) & (2). / No. (3)

[ ] To No.(1) only.

I have the honour to be,
Sir,
Your most obedient servant,

Deputy Secretary to the Government of India.

Referred to.

Copy, with 100 copies of the scheme; forwarded for information to -

(1) All Regional Inspectors of Technical Training. It will not be possible for military representatives to visit the smaller training centres, i.e. those with less than 20 trainees. Copies of the scheme may, however, be sent to the Heads of those Centres and if there are any volunteers, they may be transferred in consultation with Tribunals and Selection Committees to fill vacancies at the larger trainir centres where they may take their turn for enrolment.

(2) The Chairmen of all National Service Labour Tribunals.

By order, etc.,

for Deputy Secretary to the Government of Indi

Copy, with 50 spare copies including enclosure, forwa for information to the Adjutant-General's Branch, General Headquarters,

Copy, with 30 spare copies including enclosure, forwa for information to the Political Department with the reques that they will kindly communicate the proposals to the Indi States concerned.

Copy, with 20 spare copies including enclosure, forwa for information to Railway Department (Railway Board).

By order, etc.,

for Deputy Secretary to the Government of Inc

Prem:

STATEMENT I.

A. CIVIL TRAINING CENTRES.

Serial No.	Training Centre.	Address (whether Principal or Manager, or Superintendent etc.
	ASSAM.	
1.	Surma Valley Technical School, Sylhet.	Principal.
	BENGAL.	
2.	Ahsanullah School of Engineering, Dacca.	Principal.
3.	Calcutta Engineering College, Ballygunge, Calcutta.	Principal.
	BIHAR.	
4.	Bihar College of Engineering, Patna.	Principal.
	BOMBAY.	
5.	Victoria Jubilee Technical Institute, Bombay.	Principal.
	CENTRAL PROVINCES & BERAR.	
6.	Government Engineering School, Nagpur.	Principal.
	DELHI.	
7.	Delhi Polytechnic, Lothian Road, Delhi.	Principal.
	MADRAS.	
8.	P. Orr & Sons, Ltd., Post Box No.317, Madras.	Director.
9.	P.S.G. & Sons Charity Industrial Institute, Peelamedu, Coimbatore. (Madras Presidency).	The Managing Trustee and Correspondent.
	ORISSA.	
10.	Orissa School of Engineering, Cuttack.	Principal.
	PUNJAB.	
11.	North Western Railway Workshops, Moghalpura, Lahore.	General Manager.
12.	Punjab College of Engineering and Technology, Lahore.	Principal.
	SIND.	
13.	N. E. D. Engineering College, Karachi.	Principal.
	UNITED PROVINCES.	
14.	Government Technical Institute, Lucknow.	Principal.
15.	Engineering College, Muslim University, Aligarh.	Principal.

B. OTHER TRAINING CENTRES (with 50 or more trainees).

	ASSAM.	
1.	H.R.H. the Prince of Wales Technical School, Jorhat.	Principal.
	BENGAL.	
2.	Bengal Engineering College, Sibpur.	Principal.
3.	Kanchrapara Technical School, (E.B.Rly.) Calcutta.	General Manager, E.B.Rly., Calcutta.
4.	Bengal-Nagpur Railway Workshop, Khargpur.	Agent & General Manager, B.N.Rly., Calcutta.
5.	E.I.Railway Workshop, Lillooah.	General Manager. E.I.Rly., Calcutta.

Serial No.	Training Centre.	Address (whether Principal or Manager, or Superintendent etc.)
	BENGAL (Contd.)	
6.	Faridpur Mission Industrial School, Faridpur.	Superintendent.
	BIHAR.	
7.	P.W.D. Workshop, Dehri-on-Sone. *	Superintendent.
8.	E.I.Railway Workshop, Jamalpur.	General Manager, E.I.Rly., Calcutta.
9.	Jamshedpur Technical Institute, Jamshedpur.	Principal.
10.	Tirhut Technical Institute, Muzaffarpur.	Superintendent.
	BOMBAY.	
11.	Engineering College, Poona.	Principal.
12.	G.I.P. Railway Workshop, Parel.	General Manager, G.I.P.Rly., Bombay.
13.	B.B. & C. I. Railway (Parel & Dohad).	Agent & General Manager, B.B.& C.I. Rly., Bombay.
14.	C. N. Industrial School, Ahmedabad. *	Superintendent.
15.	King Edward VII Technical School, Dhulia.	Superintendent.
16.	Nowrosjee Wadia College Workshops, Poona.	Principal.
17.	R. C. Technical Institute, Ahmedabad.	Principal.
18.	F. S. Parekh Technical Institute, Surat.	Principal.
19.	Mohd. Haji Sabu Siddik Institution, Bombay.	Secretary.
	CENTRAL PROVINCES & BERAR.	
20.	Government School of Handicrafts, Akola.	Principal.
	MADRAS.	
21.	Madras Corporation Electrical Workshops, Madras.	Manager.
22.	Government School of Technology, Madras.	Headmaster.
23.	College of Engineering, Guindy.	Principal.
24.	P. T. Lee Chengalvaroya Naicker's Technical and Industrial Institute, Vepery, Madras.	Principal.
25.	Ramakrishna Mission Industrial School, Mylapore, Madras.	Superintendent.
26.	M. & S. M. Railway (Perambur & Arkonam).	Agent & General Manage M.& S.M.Rly., Madras.
27.	National Electric Works, Coimbatore.	United Motors, Managing Agents, National Electric Coimbatore.
28.	Government Industrial School, Madura.	Superintendent.
29.	S. I. Railway, Golden Rock, Trichinopoly.	Agent & General Manager, S.I.Rly., Trichinopoly.
30.	College of Engineering, Trivandrum.	Principal.
31.	Government Industrial School, Calicut.	Superintendent.
32.	St. Joseph's Asylum Industrial Works, Mangalore. *	Manager.

Serial No.	Training Centre.	Address (whether Principal or Manager, or Superintendent etc.).
	PUNJAB.	
33.	Craik Technical Institute, Lahore.	Principal.
34.	Government Industrial School, Ferozepore City.	Headmaster.
35.	Government Metal Works Institute, Sialkot.	Headmaster.
36.	Government Metal Works Institute, Ambala City.	Headmaster.
37.	Victoria Diamond Jubilee Hindu Technical Institute, Lahore.	Principal.
	SIND.	
38.	Victoria Jubilee Technical Institute, Sukkur.	Superintendent.
	UNITED PROVINCES.	
39.	Thomason Civil Engineering College, Roorkee.	Principal.
40.	East Indian Railway Workshops (Charbagh, Alambagh & Moghalsari).	General Manager, E.I. Railway, Calcutta.
41.	Technical College, Dayalbagh (Agra.)	Principal.
42.	Government Technical Institute, Gorakhpur.	Principal.
43.	Benares Hindu University Engineering College, Benares.	Principal.
44.	Central Wood Working Institute, Bareilly.*	The Wood Technologist to the Government of the United Provinces, Bareilly.
	STATES.	
45.	Kala Bhavan Technical Institute, Baroda.*	Principal.
46.	Bikaner State Railway Workshops, Bikaner.*	Manager, Bikaner State Rly., Bikaner.
47.	Workshops of the Railway, Port & P.W.D. of the Bhavnagar State.*	1.The Dewan, Bhavnagar State & 2.Manager & Engineer-in-Chief, Bhavnagar State Railway, Bhavnagar, Para.
48.	Central Technical Institute, Lashkar, Gwalior.*	The Inspector General of Education, Gwalior Government, Gwalior.
49.	Hyderabad Technical Training Centre(B).	The Secretary, Central Training Workshops, Kachiguda, Hyderabad (Deccan).
50.	Jodhpur Railway Workshops, Jodhpur.	The General Manager, Jodhpur Railway, Jodhpur.
51.	Engineering College, Bangalore.	Principal.
52.	Indian Institute of Science, Bangalore.	Director.
53.	Government Electrical Factory, Bangalore City. (Mysore State).*	Manager.
54.	Mysore State Railway Workshops, Mysore.*	The General Manager, Mysore State Railway, Mysore.

* Training not yet started.

Prem:

II. Training Centre in which 20 to 49 war trainees are being trained.

Serial No.	Training Centre	Number of trainees to be trained.	Address (Principal or Manager or Superintendent etc.)
1.	District Board Technical School, Burdwan.	40	Superintendent
2.	Abdulla Fazalbhoy Technical Institute, St. Xavier College, Bombay.	24	Director
3.	Don Bosco Industrial Technical School, Shillong.	49	Principal
4.	St. Joseph's Industrial School, Coimbatore.	40	Manager
5.	E.B. Technical School, Pabna.	42	Superintendent
6.	Agricultural Engineering Workshop, Cawnpore	22	The Agricultural Engineer to the Government of the United Provinces, Cawnpore.
7.	K.K.Technical School, Mymensingh.	48	Superintendent
8.	Elliot Technical School, Comilla.	48	Superintendent
9.	P.W.D. Workshops, Madras.	41	Superintendent.
10.	Messrs. Harrison and Crossfield, Ltd., Quilon.	24	Manager.
11.	St. Joseph's Industrial School, Trichinopoly.	23	Manager.
12.	Government Industrial School, Ludhiana.	40	Head Master.
13.	Hubli Mechanical Workshop, M & S.M. Railway.	49	The Agent & General Manager, M.& S.M. Railway, Madras.
14.	D.J. Industrial School, Rajshahi. (Bengal)	20.	Superintendent.
15.	Governmemt School of Technology, Madras.	36.	Head Master.
16.	Royal Institute of Science, Bombay.	20	Principal.
17.	Pandharpur Electric Supply Co., Pandharpur.	30	N.P.Uplap, Esquire
18.	Lighthouse Workshops, Madras.	38	The Engineer Supervisor, Lighthouse Workshop, Jaffar Syrang Lane, George Town, Madras.
19.	Ranchi Technical Institute, Ranchi.	34	Superintendent.
*20.	Workshop of the Transport Department, Trivandrum.	27	The Director of Transport.
*21.	B.P.Chaudhri Technical School, Krishnagar.	24	Superintendent.
22.	Bombay Port Trust, Fort, Bombay.	27	The Chief Engineer.
23.	Government Industrial School, Gujranwala.	36	Head Master.
24.	Parsi Technical and Industrial Institute, Surat.	27	The President, Parsi Panchayat Board,
*25.	St. Aloysius Engineering Works and Industrial School, Vizagapatam.	46	Manager.

Serial No.	Training Centre.	Number of trainees to be trained.	Address (Principal or Manager or Superintendent etc.,)
26.	Buckingham & Carnatic Mills Ltd., Perambur, Madras.	32	The Managing Director.
27.	Workshops of the South Madras Electric Supply Corporation Ltd., Trichinopoly.	40	Manager.
28.	Edward Industrial School, Bogra.	24	Principal.
*29.	Christian Industrial School, Saharanpur	32	Principal.
*30.	Northcote High School, Sholapur.	20	Head Master.
31.	Chandametta Workshops of Messrs. The Pench Valley Coal Co., Parasia.	22	Messrs. The Pench Valley Coald Co., Ltd., Parasia P.O. Central Provinces.
32.	Mysore Iron & Steel Works, Bhadravati, Mysore.	40	The General Manager.
33.	Government Trades School, Mangalore.	43	Superintendent.
34.	Government School of Handicrafts, Nagpur.	23	Head Master.
35.	Manora Workshops, Karachi Port Trust Karachi.	27	Superintendent.
36.	Swamy Foundry, Madura.	26	Manager.
37.	Workshops of the Barsi Light Railway, Kurduwadi.	25	The General Manager.
38.	Carriage & Wagon Workshop, Jhansi.	20	The General Manager.
39.	Stevenson Electrical Engineering Institute, Rawalpindi.	32	Principal.
*40.	P.W.D. Workshops, Bezwada.	38	The Executive Engineer Kistna Central Division Bezwada.
*41.	Tata Oil Mills Co., Ltd., Ernakulum.	34	Manager.
42.	Government Trades School, Trichur.	20	Superintendent.
43.	Government Industrial School, Bellary.	48	Superintendent.
*44.	Electrical Department Workshops, Jodhpur.	32	The Electrical Engineer to the Government of Jodhpur, Jodhpur.
45.	Vishnupur Technical School, Vishnupur, Bankura.	32	Superintendent.
46.	Central Industrial Workshop, Bangalore City.	48	Superintendent.
*47.	Commonwealth Engineering Works, Mangalore.	44	Manager.
48.	Workshops of the Coimbatore Spinning & Weaving Co., Ltd., Coimbatore.	34	The Managing Agents.
*49.	Madura Mills Co., Ltd., Madura.	20	The Managing Director
*50.	Radhakrishna Mills Ltd., Peelamedu (Coimbatore).	40	The Managing Director

51.....

Serial No.	Training Centre.	Number of trainees to be trained.	Address (Principal of Manager or Superintendent or etc.,
51.	Ajmer Workshops of the B.B.& C.I. Railway.	41	The Agents and General Manager, B.B.& C.I. Railway, Bombay
52.	Gur Narain Trust Technical & Industrial School, Manikpur. (Etawah)	26	Honorary Secretary.
53.	Fores' Research Institute, Dehra Dun.	24	Inspector General of Forest & Principal, Forest Research Institute, Dehra Dun.
54.	Canara Public Conveyance Co., Ltd., Mangalore.	22	The Managing Director.
55.	Punjab Agricultural College, Lyallpur.	29	Principal.
56.	Workshop of Messrs. Brunton & Co., Ltd., Cochin.	46	Messrs. Brunton & Co. Ltd., Cochin.
57.	St. Vincent's Industrial School, Calicut.	28	Manager.
58.	Dayanand Technical Institute, Lahore.	28	Principapl.
59.	Lakshmi Mills, Ltd., Coimbatore.	20	The Managing Agents.
60.	Nonapuka Workshops of the Calcutta Tramways Co., Ltd.,	45	Messrs. Calcutta Tramways Co., Ltd., Calcutta.
61.	Tramway Workshops, Chalakudy. (Cochin State)	30	The Tramway Engineer.
62.	Indian School of Mines, Dhanbad.	32	Principal.
63.	Textile Refitters Training Calss, Lal Villa, Cuttack.	30	The Director of Development, Orissa, Cuttack.
64.	Cochin Harbour Workshops.	48.	The Administrative Officer Cochin Harbour House Willingdon Island P.O.
65.	Government Electricity Department Workshop, Methur Dam.	44	Superintending Engineer
66.	Don Bosco Technical School, Krishnagar.	42	Principal.
67.	Indian Steel Rolling Mills, Ltd., Negapatam.	40	Superintendent,
68.	P.W.D. Workshops, Dowlaishwaram.	23	The Chief Engineer to the Government of Madras Building and Road, Chepauk, Madras.
69.	Model Mills, Ltd., Nagpur.	22	Manager.
70.	Workshop of the Tinplate Co. of India, Ltd., Golmuri.	22	The General Manager.
71.	R.S.N. Co., Ltd., Barisal Workshop, Barisal.	21.	Manager.
72.	R.K. Railway, Izatnagar (Bareilly).	20	The General Manager.
73.	Bhandari Metal and Industrial Works' Indore.	25.	Manager.
74.	Empress Mills, Ltd., Nagpur.	23	The General Manager.

75.....

Serial No.	Training Centre.	Number of Men to be trained.	Address (Principal or Manager, or Superintendent.
*75.	I.G.N. & Railway Co., Ltd., Sonachara Workshop, Narayangunge, (East Bengal).	20	The Works Manager.
*76.	Dock Engineering and Welding Works, Kiamari, Karachi.	26	Manager.
*77.	Jamia Islamia Institute, Karachi.	48	The Principal, Government Technical Institute, Khaddah, Karachi.
*78.	Rasalpura Vocational School, United Church of Canada Mission, Mhow.	30	Principal.
*79.	Vidarbha Mills Berar Ltd., Ellichpur.	22	Manager.
*80.	O'Brien Technical Institute, Kolhapur.	28	Superintendent.
*81.	Electrical & Mechanical Department Workshop, Bikaner.	32.	Electrical & Mechancial Engineer Bikaner State, Bikaner.

* The Centres marked with an asterisk have not yet started training.

GOVERNMENT OF INDIA.

DEPARTMENT OF LABOUR.

TECHNICAL TRAINING SCHEME.

Militarisation of certain training centres.

THE CIVMIL PLAN.

Owing to the urgent and growing demand for trained men for the Indian Army and the need for large numbers of partially trained men to be readily available at any given time, it has been decided—

(1) to call for volunteers for the Indian Army from among trainees at all the larger training centres,

(2) to enrol these volunteers in the Army at once,

(3) to transfer such enrolled volunteers as have completed 4 months training to Army training centres whether or not they have passed the prescribed trade tests, and

(4) to transfer enrolled volunteers who have not completed 4 months training to special training centres under the Labour Department which will be known as "Civmil" Training Centres.

The first call for volunteers will be made immediately, and thereafter calls will be made at regular intervals.

2. In the first instance, Heads of Training Centres will be asked to make known this decision to the trainees at their centres and to call for volunteers. The Heads of Centres will then report the numbers of volunteers (*a*) with four months training and (*b*) with less than four months training and the trades in which they are being trained to the Technical Recruiting Officer and the Regional Inspector concerned, the National Service Labour Tribunal and the Department of Labour.

3. (1) The Technical Recruiting Officers will visit the Civmil Centres (see paragraph 4) as soon as possible and enrol as many of the trainees at those centres as are willing, medically fit and considered by the Technical Recruiting Officers to be likely to make efficient tradesmen, after which the Labour Department will arrange to transfer as many of the remainder as possible to other civil centres.

(2) After visiting the Civmil Centres, Technical Recruiting Officers will carry out similar drives at all other Training Centres which contain 50 or more trainees, as shown in Statement I-B. Trainees selected as suitable for the Army will be enrolled and transferred to Civmil Centres as and when vacancies become available for them in such centres.

(3) During their visits to Training Centres, Technical Recruiting Officers will put trainees into the picture of the Army and explain to them the benefits to be derived from joining up.

(4) Trainees enrolled under sub-paragraphs (1) and (2) above will be eligible, from the date of their enrolment, for the Improver's rate of pay, *viz.* :—

	Rs.	A.	P.	
(*i*) Basic Pay	16	0	0	p. m.
(*ii*) Trade Pay	11	4	0	„
(*iii*) Ration allowance at 5 annas per day	9	6	0	„
(*iv*) Hair cutting and Washing allowance	0	5	0	„
Total	36	15	0	

(5) Trainees whether at Civmil or other Centres who are willing to enrol but who do not satisfy the Technical Recruiting Officers that they are likely to make efficient tradesmen, will be allowed to enrol at the discretion of Technical Recruiting Officers but will receive only the normal stipends of Rs. 25 for Matriculates and Rs. 20 for Non-matriculates until such time as they are certified by the Head of the Centre to have reached the stage of being likely to make efficient tradesmen when they will be eligible for the Improver's rate of pay.

All stipends paid to enrolled trainees will be debitable to Defence Estimates.

(6) Lists showing the names and trades of all trainees who are enrolled will be forwarded by the enrolling officer to the Regional Inspector, the National Service Labour Tribunal and the Labour Department.

(7) All trainees whether at Civmil or ordinary civil centres who have completed 4 months training and are considered likely to make efficient tradesmen will be transferred to the Indian Army as required under demand.

(8) Vacancies at Civmil Centres should be filled as far as possible by transfers of enrolled trainees from civil training centres but may also be filled by Technical Recruiting Officers from enrolled men preferably with some degree of elementary training. Untrained men other than those enrolled by the Technical Recruiting Officer should normally be taken initially into civilian centres. Only when there is no immediate prospect of filling vacancies at Civmil Centres should they be admitted to those Centres.

(9) As a matter of administrative convenience the Improver rate of pay will not be paid at civil training centres. As soon, however, as an enrolled trainee is transferred to a Civmil or an Army training centre, he will be paid the difference between the stipends drawn by him at the civil training centre and the increased rate of pay to which he became entitled with effect from the date of his enrolment in the Army.

NOTE.—The expression "likely to make an efficient tradesman" means that the trainee must show sufficient intelligence and elementary mechanical aptitude to justify the belief that he is likely with further training to become a competent tradesman in a rasonable time.

4. The following Technical Training Centres have been provisionally selected as Civmil Training Centres :—

Name of Centre.	Fitters.	Capacity.		Total.
		Electricians.	Other Trades.	
ASSAM.				
(1) Surma Valley Technical School, Sylhet	40	..	50	90
BENGAL.				
(2) Ahsanullah School of Engineering, Dacca	30	..	146	176
(3) Calcutta Engineering College, Ballygunge, Calcutta	64	16	64	144
BIHAR.				
(4) Bihar College of Engineering, Patna ..	115	10	140	265
BOMBAY.				
(5) Victoria Jubilee Technical Institute, Bombay	50	16	145	211
CENTRAL PROVINCES AND BERAR.				
(6) Government Engineering School, Nagpur	166	..	66	232
DELHI.				
(7) Delhi Polytechnic, Lothian Road, Delhi	360	60	124	544
MADRAS.				
(8) P. Orr & Sons Ltd., Madras ..	300	..	..	300
(9) P. S. G. & Sons Charity Industrial Institute, Peelamedu, Coimbatore ..	120	65	71	256
ORISSA.				
(10) Orissa School of Engineering, Cuttack ..	160	..	134	294
PUNJAB.				
(11) North Western Railway Workshops, Moghalpura, Lahore	515	..	335	850
(12) Punjab College of Engineering and Technology, Lahore	70	..	..	70
SIND.				
(13) N. E. D. Engineering College, Karachi	48	42	56	146
UNITED PROVINCES.				
(14) Government Technical Institute, Lucknow	42	15	170	227
(15) Muslim University Engineering College, Aligarh	105	15	93	213
Total ..	2,185	239	1,594	4,018

5. Civmil Training Centres will continue to be administered under the rules and orders issued by the Labour Department and will remain under the supervision and general control of the Regional Inspectors acting on behalf of that Department. The trainees will, however, be subject to military discipline and cannot be discharged except by order of a competent military authority to be appointed for the purpose by the local District Commander. They will be under the orders of the Heads of the Centres but may be awarded punishments only by the local military authority. Trainees at Civmil Training Centres will not be provided with uniforms.

6. Trainees will remain at Civmil Training Centres until such time as they are required to report at an Army training centre. Orders for the transfer of trainees from Civmil or other training centres to Army training centres will be issued by the Adjutant-General's Branch of General Headquarters direct to the Head of the Training Centre, copies of the orders being sent simultaneously to the Technical Recruiting Officer, the Regional Inspector, the National Service Labour Tribunal and the Labour Department. All vacancies caused by such transfers will be reported by the Heads of the Civmil or other centres to the Labour Department, the local National Service Labour Tribunal and the Technical Recruiting Officer concerned.

7. All transfers to and from training centres (other than transfers to Army training centres) will be made under the orders of the National Service Labour Tribunals acting under the instructions of the Labour Department. Trainees who are transferred to Civmil or Army training centres will travel on warrants issued to them by Technical Recruiting Officers or other competent military authority. All other trainees who may be transferred from one centre to another will be paid travelling allowance in advance by the Head of the Centre which they are leaving at the rate of one third class railway or steamer fare *plus* one anna per mile for road journeys by the shortest or cheapest route provided the distance exceeds five miles.

8. The records and all papers concerning enrolled trainees will be retained by the Heads of Training Centres who will prepare and despatch the last pay certificates of trainees who are transferred therefrom to Army or Civmil training centres. Copies of the necessary forms will be provided by Technical Recruiting Officers.

9. All vacancies caused by transfers to Army training centres will be treated by Tribunals as " secondary " vacancies while vacancies caused by transfers to Civmil training centres will be regarded " original " vacancies.

10. Trainees who do not respond to the periodical calls for volunteers for the Army will not be absolved from carrying out the terms of their undertakings and may at any later date be called upon to implement those undertakings.

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

TECHNICAL TRAINING

TERMS AND CONDITIONS OF SERVICE OF TECHNICAL PERSONNEL

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1941

TECHNICAL TRAINING.

TERMS AND CONDITIONS OF SERVICE OF TECHNICAL PERSONNEL.

NOTE.—The terms and conditions of service of technical personnel shown in this pamphlet are published only for information and do not constitute an authority for the payment or otherwise of any allowance, etc., shown herein.

List of Abbreviations used.

I.W.Os.	Indian Warrant Officers.
I.O.Rs.	Indian Other Ranks.
V. C. Os.	Viceroy's Commissioned Officers.
L/Naik	Lance Naik
G. C. Pay	Good Conduct Pay.
F. S. Rations	Field Service Rations.
I.A.O.C.	Indian Army Ordnance Corps.
R.A.	Royal Artillery.
I.A.V.C.	Indian Army Veterinary Corps.

I. ORDNANCE FACTORIES.

All labour is on daily wages of pay and their employment is of a purely temporary nature.

2. Selected trainees will receive a minimum wage of 12 annas per day. Most of the tradesmen are employed on piece work and are able to earn at least 20 per cent. over their daily rates. Trainees who have passed the prescribed trade tests are usually able to earn more than the minimum of 12 annas a day and are graded according to their skill and earning power. The rates of wages in the various Ordnance Factories are shown below.

3. After three years' service, workmen become eligible for Workmen's Provident Fund.

4. During working hours, all workmen are entitled to free medical attendance. Workmen living in factory quarters are entitled to free medical attendance at any time for themselves and their family at the factory dispensary.

5. Most of the factories have workmen's quarters but accommodation for the whole labour force is not available. Rents vary from annas 10 to Re. 1-8 per mensem.

6. Leave with pay is granted according to length of service as shown below :—

(i) Leave on full pay.

Length of service.	Amount of leave admissible.
Less than 3 years	No leave.
3 years and over, but less than 10 years	10 days in the financial year.
10 years and over, but less than 20 years	15 days in the financial year.
20 years and over	20 days in the financial year.

Leave is allowed to accumulate upto 30 days.

(ii) Leave on Medical certificate on half pay.

Length of service.	Amount of leave admissible.
20 years or over	30 days in the financial year and not more than 120 days in all.

Labour rates obtaining in the Indian Ordnance Factories.

		Maximum per day. Rs. A. P.	Minimum per day. Rs. A. P.
	Metal and Steel Factory, Ishapore.		
Fitters	Skilled	3 0 0	2 0 0
	Semi-skilled	1 8 0	0 12 0
Turners	Skilled	3 0 0	1 14 0
	Semi-skilled	1 8 0	0 12 0
	Rifle Factory, Ishapore.		
Fitters	Skilled	3 0 0	2 0 0
	Semi-skilled	1 6 0	1 0 0
Turners	Skilled	3 0 0	1 14 0
	Semi-skilled	1 6 0	1 0 0

		Maximum per day.	Minimum per day.
Gun and Shell Factory, Cossipore.		Rs. A. P.	Rs. A. P
Fitters	Skilled	3 8 0	1 8 0
	Semi-skilled	1 6 0	0 11 0
Turners	Skilled	3 8 0	1 12 0
	Semi-skilled	1 6 0	0 11 0
Gun Carriage Factory, Jubbulpore			
Fitters	Skilled	2 12 0	1 8 0
	Semi-skilled	1 0 0	0 12 0
Turners	Skilled	4 0 0	2 0 0
	Semi-skilled	1 8 0	0 10 0
Ammunition Factory, Kirkee.			
Fitters	Skilled	2 12 0	1 6 0
	Semi-skilled	1 10 0	1 0 0
Turners	Skilled	2 12 0	2 6 0
	Semi-skilled	1 10 0	1 0 0

THE INDIAN ARMY ORDNANCE CORPS WORKSHOP BRANCH.

	Trade Qualification.
I. W. Os., Class II Havildars Naiks	Fitter Class I with supervisory experience and ability. Acceptance as an I. W. O. Havildar or Naik will depend upon educational standard (knowledge of English essential) and degree of supervisory ability and experience.
Sepoy Artificer	Fitter Class I, II. Knowledge of English desirable but not essential.
Period of Enrolment	Individuals will be required to enrol for the period of the war and for such period, subject to a maximum of one year, thereafter as may be necessary.
Rates of pay	As given in Appendix.
Deferred pay	Admissible at the rate of Re. 1 per month.
Clothing	Free clothing as an I. O. R. of the Indian Army and free replacement thereof whether serving in India or under field service conditions. Haircutting and washing allowance at annas 5 per mensem.
Free Rations	Free rations *plus* Rs. 2 per mensem messing allowance.
Accommodation	Free accommodation. I.W.Os. as for V.C.Os. and below I.W.Os., as for I. O. Rs. of the Indian Army.
Medical Attention	Free as for I. O. Rs. of the Indian Army.
Field service concessions	*Expatriation allowance*, when serving overseas at the following rates :— I. W. O., Class II—Rs. 14 p.m. Havildar Naik.—Rs. 11 per mensem. Sepoy artificers and L/Naik.—Rs. 7 p.m. *Field batta*, when serving under field service conditions and when a similar allowance is sanctioned for Indian Combatants of other arms of the service, at the following rates :— I. W. O., Class II—Rs. 11 p.m. Havildar Naik—Rs. 8 p.m. Sepoy artificer and L/Naik—Rs. 5 p.m.
Disability and Family Pensions	At the rates and under the terms laid down for corresponding ranks of fighting units in Pension Regulations for the Army in India.

APPENDIX.

Rates of pay.

	Per mensem. Rs.
ndian Warrant Officer, Class II—	
Pay of rank	40—3—55
Corps pay	20—20
Technical Pay	95—95

Total Rs. 155 rising by increments of Rs. 3 per annum to Rs. 170.

	Per mensem. Rs.
Iavildar—	
Pay of rank	25
Trade pay	45
Ordnance pay	13·2
Total	83·2

lus Good Service pay at Rs. 2, Rs. 4 and Rs. 6 after two, four or six years' service espectively.

	Per mensem. Rs.
Vaik—	
Pay of rank	22
Trade pay	45
Ordnance pay	13·2
Total	80·2

lus Good Service pay at Rs. 2 and Rs. 4 after two and four years' service respectively.

Sepoy Artificer— Per mensem.

	Class I. Rs.	Class II. Rs.	Class III. Rs.
Pay of rank	16	16	16
Trade pay	45	30	16·14
Ordnance pay	13·2	13·2	13·2
	74·2	59·2	46

lus Rs. 2-8-0 per mensem proficiency pay after one year's service.

Tradesmen's rate of pay and Ordnance pay may be reduced or withheld for any of the following reasons :—

(*a*) On leave (other than casual leave) or furlough.

(*b*) Confined to barracks, or camp, even though employed at his trade while so confined.

(*c*) Incapacitated for duty as the result of his own negligence, indulgence or misbehaviour.

(*d*) Incapacitated for duty as the result of sickness, at the discretion of his C. O. (or)

(*e*) Employed on a contract, the accepted rates for which cover trade pay.

(*f*) An individual who is guilty of misconduct, including idleness or negligence, may be deprived by his C. O. of the whole or part of his trade pay for each day the offence is committed, or he may be disrated temporarily for a period not exceeding twenty-eight days.

(*g*) An individual whose qualifications fall below the standard prescribed or who fails to show diligence in his duties, may be disrated permanently by his C. O. until such time as he requalifies by test.

Sepoy artificers may be appointed L/Naiks in which rank they receive Rs. 2 per mensem extra.

II. Other Technical Branches of the Indian Army.

The initial rates of pay are shown in the attached lists :—

Pay and allowances of Group 'A' Trades.

Combatants (excluding Signals).

List of Group 'A' Trades—

Draughtsman (Mechanical).
Electrician (except Signal).
Engine Artificer, *i.e.*, Fitter Driver.
Fitter (except Signal).
Instrument Mechanic (except Signal).
Machinist (Metal).
Pattern maker.
Petrol Mechanic.
Turner (Metal).
Welder Acetylene.
Welder Electric.
Armourer.
Packer.

Other concessions—

Accommodation under existing rules.
Rations under existing rules.
Free clothing and free replacement thereof.

Corps or unit.	Rank.	Classification.	Basic Pay.	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance.	Haircutting and Washing allowance.	Total cash per mensem.	Additions on active service. Expatriation allowance. (d)	Additions on active service. Batta. (h)	Additions on active service. F. S. rations.	Remarks.
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Engineers	Sapper	Grade I	16	2 8 0	..	1	45 0 0	..	2 0 0	0 5 0	66 13 0	7 0 0	5	Yes	(a) Admissible after 1 year's service.
		Grade II	16	2 8 0	..	1	30 0 0	..	2 0 0	0 5 0	51 13 0	7 0 0	5	Yes	(b) Admissible at the time of promotion to V. C. O. rank or discharge etc., provided the individual has rendered at least 4 years' qualifying service.
		Grade III	16	2 8 0	..	1	16 14 0	..	2 0 0	0 5 0	38 11 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
I. A. O. C.	Sepoy	Grade I	16	2 8 0	..	1	45 0 0	13 2 0	2 0 0	0 5 0	79 15 0	7 0 0	5	Yes	(c) On the basis of 30 days a month.
		Grade II	16	2 8 0	..	1	30 0 0	13 2 0	2 0 0	0 5 0	64 15 0	7 0 0	5	Yes	(d) Admissible overseas only.
		Grade III	16	2 8 0	..	1	16 14 0	13 2 0	2 0 0	0 5 0	51 13 0	7 0 0	5	Yes	(e) After completion of 3 years' service.
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	(g) Those recruited for arsenals and depots receive batta at Rs. 5 p. m. *vide* Rule 539, P. & A. Regulations, Volume I.
R. A. and Indian Artillery.	Gunner	Grade I	16	2 8 0	..	1	45 0 0	..	2 0 0	0 5 0	66 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	30 0 0	..	2 0 0	0 5 0	51 13 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	16 14 0	..	2 0 0	0 5 0	38 11 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	(h) If granted to other troops.
Miscellaneous Units (Indian General Service Corps, r Corps, etc.).	Sepoy	Grade I (clerk)	16	..	0 12 0	1	45 0 0	..	2 0 0	0 5 0	65 1 0	7 0 0	5	Yes	

Pay and allowances of Group 'B' Trades.

Combatants (excluding Signals).

List of Group 'B' Trades—

Blacksmith.
Boiler maker and rivetter.
Bricklayer.
Carpenter and Joiner.
Concreter.
Coppersmith.
Mason.
Moulder.
Assistant Storeman
Storeman.
Storeholder.
Rivetter.
Wheelers.

Other concessions—

As for Group "A".

Corps or unit.	Rank.	Classification.	Basic Pay.	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance.	Haircutting and Washing allowance.	Total cash per mensem.	Additions on active service.			Remarks.
												Expatriation allowance. (d)	Batta (h)	F. S. rations.	
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Engineers	Sapper	Grade I	16	2 8 0	..	1	39 6 0	..	2 0 0	0 5 0	61 3 0	7 0 0	5	Yes	Notes as for Group 'A' Trades.
		Grade II	16	2 8 0	..	1	26 4 0	..	2 0 0	0 5 0	48 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
I. A. O. C.	Sepoy	Grade I	16	2 8 0	..	1	39 6 0	5 10 0	2 0 0	0 5 0	66 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	26 4 0	5 10 0	2 0 0	0 5 0	53 11 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	15 0 0	5 10 0	2 0 0	0 5 0	42 7 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
Armoured Corps Infantry Indian Gurkha Regtl. Centres.	Sepoy or Sowar.	Grade I	16	2 8 0	..	1	39 6 0	..	2 0 0	0 5 0	61 3 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	26 4 0	..	2 0 0	0 5 0	48 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	

Pay and allowances of Group 'C' Trades.

Combatants (excluding Signals).

List of Group 'C' Trades—

Brick and Tile maker.
Cutler.
Engine Driver (I. C.).
Engine Driver (Steam).
Painter and Decorator.
Sawyer.
Textile re-fitter.
Tinsmith.
Ice mechanic.
Vulcanist.

Other concessions—

As for Group "A".

Corps or unit.	Rank.	Classification.	Basic Pay.	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance. (x)	Haircutting and Washing allowance. (x)	Total cash per mensem.	Additions on active service.			Remarks.
												Expatriation allowance. (d)	Batta.	F. S. rations.	
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Engineers	Sapper	Grade I	16	2 8 0	..	1	33 12 0	..	2 0 0	0 5 0	55 5 0	7 0 0	5	Yes	Notes as for Group 'A' Trades.
		Grade II	16	2 8 0	..	1	22 8 0	..	2 0 0	0 5 0	44 5 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	13 2 0	..	2 0 0	0 5 0	34 15 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	9 6 0	..	2 0 0	0 5 0	31 3 0	7 0 0	5	Yes	
I. A. O. C.	Sepoy	Grade I	16	2 8 0	..	1	33 12 0	2 13 0	2 0 0	0 5 0	58 6 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	22 8 0	2 13 0	2 0 0	0 5 0	47 2 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	13 2 0	2 13 0	2 0 0	0 5 0	37 12 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	9 6 0	..	2 0 0	0 5 0	31 3 0	7 0 0	5	Yes	

Pay and allowances of Group 'D' Trades.

Combatants (excluding Signals).

List of Group 'D' Trades—
Holder-up or Rivetter's helper.
Linesman (Power).
Saddler and Harnessmaker.

Other concessions—
As for Group "A".

Corps or unit.	Rank.	Classification.	Basic Pay.	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance. (x)	Haircutting and Washing allowance. (x)	Total cash per mensem.	Additions on active service.			Remarks.
												Expatriation allowance. (d)	Batta. (h)	F. S. rations.	
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Engineers . . .	Sapper. .	Grade I . .	16	2 8 0	..	1	22 8 0	..	2 0 0	0 5 0	44 5 0	7 0 0	5	Yes	Notes as for Group "A" Trades.
		Grade II . .	16	2 8 0	..	1	16 14 0	..	2 0 0	0 5 0	38 11 0	7 0 0	5	Yes	
		Grade III . .	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
		Improver Grade .	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	

Pay and allowances of Group 'E' Trades.
Combatants (excluding Signals.)

List of Group 'E' Trades—

Farrier.
Saddle Tree Maker.
Carpenter (Unit).
Saddler (Unit).
Tinsmith (Unit).

Corps or unit.	Rank.	Classification.	Basic Pay	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance.	Haircutting and Washing allowance.	Total cash per mensem.	Additions on active service. Expatriation allowance. (d)	Batta.	F. S. rations.	Remarks.
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Engineers	Sapper	Grade I	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	5 10 0	..	2 0 0	0 5 0	27 7 0	7 0 0	5	Yes	
I. A. V. C.	Farrier	Grade I	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	41 13 0	7 0 0	3/8	Yes	
		Grade II	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	38 1 0	7 0 0	3/8	Yes	
		Grade III	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	34 5 0	7 0 0	3/8	Yes	
		Improver Grade	16	2 8 0	..	1	5 10 0	..	2 0 0	0 5 0	32 7 0	7 0 0	3/8	Yes	
Remount Squadrons	Farrier	Grade I	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	39 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	36 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	32 5 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	..	5 10 0	..	2 0 0	0 5 0	30 7 0	7 0 0	5	Yes	
R. A. Indian Regt. of Artillery.	Farrier	Grade I	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	5 10 0	..	2 0 0	0 5 0	27 7 0	7 0 0	5	Yes	
Indian Armoured Corps and Infantry.	Sepoy or Sowar.	Grade I	16	2 8 0	..	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	..	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	..	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	5 10 0	..	2 0 0	0 5 0	27 7 0	7 0 0	5	Yes	

Pay and allowances of Group " FF " Trades.

Combatants (excluding Signals).

List of Group " FF " Trades.

Motor mechanic.

Corps or unit.	Rank.	Classification.	Basic pay.	Proficiency pay.	G. C. pay.	Deferred pay.	Trade pay.	Corps pay.	Messing allowance.	Hair cutting & Washing allce.	Total cash per month.	Additions on active Service.		
												Expatriation allce.	Batta.	F. S. rations.
			Rs.	Rs. As.	Rs.	Rs. As.	Rs. As.	Rs.	Rs. As.	Rs. As.	Rs. As.	Rs.	Rs.	
Infantry, and Indian Armoured Corps and Infantry.	Sowar or sepoy.	Grade II	16	2 8	..	1 0	9 6	..	2 0	0 5	31 3	7	5	Yes.

Pay and allowances of Group 'F' Trades.

Combatants (excluding Signals).

List of Group 'F' Trades—

Blacksmith (Unit).
Carpenter (Unit).
Equipment Repairer.
Palan tree maker.
Painter (unit).
Wall maker.

Other concessions.—

Corps or unit.	Rank.	Classification.	Basic Pay.	Proficiency pay. (a)	G. C. pay. (e)	Deferred pay. (b)	Trade Pay. (c)	Corps pay.	Messing allowance.	Haircutting and Washing allowance.	Total cash per mensem.	Additions on active service.			Remarks.
												Expatriation allowance. (d)	Batta. (h)	F. S. rations.	
			Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Indian Armoured Corps and Infantry	Sepoy, Sowar or (Carpenter unit).	Grade III	16	2 8 0	..	1	5 10 0	..	2 0 0	0 5 0	27 7 0	7 0 0	5	Yes	
		Improver Grade	16	2 8 0	..	1	3 12 0	..	2 0 0	0 5 0	25 9 0	7 0 0	5	Yes	
			..												

Pay and allowances of Groups 'A','B', 'D', 'E' and 'G' Trades.

Combatants (Signals).

List of Group 'A' Trades.
Electrician (Signals).
Instrument Mechanic (Signals).

Group 'B' Trades—
Carpenter and Joiner.
Draughtsman (Signals).
Fitter (Signals).
Operator Telegraph (Signals).

Group 'D' Trades—
Clerk (Signals).
Despatch rider.
Lineman (Signals).
Operator Visual (Signals).
Saddler and Harness-maker.

Group 'E' Trades—
Farrier.

Group 'G' Trades—
Signals Assistant, Grade II.
Signals recruit, Grade III.

Other concessions—
Accommodation under existing rules.
Rations under existing rules.

Group of Trades.	Rank.	Classification.	Basic pay.	Proficiency pay. (a)	Deferred pay. (b)	Trade pay. (c)	Corps pay.	Messing allowance.	Hair-cutting and washing allowance.	Total cash per mensem.	Additions on active service. Expatriation allowance. (d)	Batta. (h)	F. S. rations.	Remarks.
			Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		
Group 'A'	Signalman	Grade I	16	2 8 0	1	45 0 0	..	2 0 0	0 5 0	66 13 0	7 0 0	5	Yes	(a) Admissible after 1 year's service.
		Grade II	16	2 8 0	1	30 0 0	..	2 0 0	0 5 0	51 13 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	1	16 14 0	..	2 0 0	0 5 0	38 11 0	7 0 0	5	Yes	(b) Admissible on promotion to V. C. O. rank, or discharge etc., provided the individual has rendered at least 4 years' service.
Group 'B'	Signalman	Grade I	16	2 8 0	1	39 6 0	..	2 0 0	0 5 0	61 3 0	7 0 0	5	Yes	(c) On the basis of 30 days a month.
		Grade II	16	2 8 0	1	26 4 0	..	2 0 0	0 5 0	48 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	(d) Admissible overseas only.
		Grade IV (i)	16	2 8 0	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
Group 'D'	Signalman	Grade I	16	2 8 0	1	22 8 0	..	2 0 0	0 5 0	44 5 0	7 0 0	5	Yes	(h) If granted to other troops.
		Grade II	16	2 8 0	1	16 14 0	..	2 0 0	0 5 0	38 11 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	(i) For carpenter and joiner only.
		Grade IV (j)	16	2 8 0	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	(j) For clerk (Signals) and Saddler & Harness maker only.
Group 'E'	Signalman	Grade I	16	2 8 0	1	15 0 0	..	2 0 0	0 5 0	36 13 0	7 0 0	5	Yes	
		Grade II	16	2 8 0	1	11 4 0	..	2 0 0	0 5 0	33 1 0	7 0 0	5	Yes	
		Grade III	16	2 8 0	1	7 8 0	..	2 0 0	0 5 0	29 5 0	7 0 0	5	Yes	
Group 'G'	Signalman	Signals Asstt. Grade II.	16	2 8 0	1	3 12 0	..	2 0 0	0 5 0	25 9 0	7 0 0	5	Yes	
		Signals recruit, Grade III.	16	2 8 0	1	1 14 0	..	2 0 0	0 5 0	23 11 0	7 0 0	5	Yes	

THE ROYAL INDIAN NAVY.

1. *Direct Entry Engine Room Artificers*—

Qualifications	College trained with a Diploma or Degree in Mechanical Engineering : this combined with practical workshop training (post college) is the ideal. Age 25-30 : non-vegetarians.
Pay and conditions of service	Candidates on entry will be given 12 months' training in the Mechanical Training Establishment. Their pay during this period will be Rs. 50 p. m. Thereafter, subject to satisfactory progress having been made, candidates will receive pay at the rate of Rs. 50—130 p. m. In addition to pay, candidates will receive free rations and accommodation together with a free initial supply of uniform and a uniform maintenance allowance thereafter.
	Subject to the exigencies of service, candidates will also receive one month's leave with full pay per annum.

2. *Direct Entry Electrical Artificers*—

Qualifications	College trained with a Diploma or Degree in Electrical Engineering : this combined with practical workshop training (post college) is the ideal. Age 25—30. Non-vegetarians.
Pay and conditions of service	As in the case of (1) above.

3. *Direct Entry Ordnance Artificers* (To be enrolled for 5 years, or the duration of the War if longer).

Qualifications	As in the case of (1) above.
Pay and conditions of service	As in the case of (1) above.

4. *Direct Entry Shipwrights* (To be enrolled for 5 years, or the duration of the War if longer).

Qualifications	Experience of joineering or pattern making. Knowledge of boat-building is ideal. Age 25—30. Non-vegetarians.
Pay and conditions of service	As in the case of (1) above.

5. *Direct Entry Drivers for Motor A/S and M/S Boats*—

Qualifications	Apprenticeship and experience in automobile and/or diesel engineering. Age 25—40. Non-vegetarians.
Pay and conditions of service	These ratings will be enrolled for the duration of hostilities only. As for Active Service Ratings, they are entitled to free rations, accommodation and a free initial outlay of uniform, together with a modified uniform upkeep allowance.
	Pay—
	Drivers on probation—Rs. 200 p. m. Assistant Drivers on probation—Rs. 105.
	On completing their probationary period of three months' duration they will receive pay as follows :— Drivers—Rs. 220 p. m. Assistant Drivers—Rs. 125 p. m.
	Subject to the exigencies of service leave will be granted as for Active Service Ratings.

6. *H. O. Drivers, Greasers, Firemen, Donkeymen, etc.*—

Designation.	Qualifications.	Pay.	Conditions of service.
Drivers	1st Class Drivers' Certificate (Steam).	Rs. 150 p. m.	As in the case of (5) above.
Greasers	Experience in the Merchant Service as such.	Rs. 48 p. m.	
Firemen	Ditto.	Rs. 40/8 p. m.	
Trimmers	Ditto.	Rs. 31/8 p. m.	
Donkeymen	Ditto.	Rs. 52/8 p. m.	

Designation.	Qualification.	Pay.	Conditions of service as in the case of (5) above.
Wiremen	Experience in Merchant Service as such. (idea) First class Wiremen's Certificate from responsible authority.	Rs. 150 p. m.	Do.
Assistant Wireman	Experience as Wireman and preferably with knowledge of running electric winches and other motors.	Rs. 51 p. m.	Do.

7. *Civilian personnel—*

Higher Grade Instructors—

Qualifications . . . . Must have served an apprenticeship of at least 4 years in an engineering firm of repute. Trade-Fitter or Machinist.

Pay . . . Rs. 130—5—160 (Temporary non-pensionable).

Higher Grade Electrical Instructor—

Qualifications . . . Must be in possession of Electrical Supervisor's Certificate.

Pay . . . . . Rs. 120 –5—150 (Temporary non-pensionable).

Lower Grade Instructors—

Copper-smiths—

Qualifications . . . Must have had experience of copper-smithing in a firm of repute.

Pay . . . . . Rs. 60 p. m. (temporary non-pensionable).

Lower Grade Instructors—

Tool-smiths—

Qualifications . . . Must have had experience as such in a firm of repute. Knowledge of blacksmithing also required.

Pay . . . . Rs. 60 p. m. (temporary non-pensionable).

Bricklayer—

Qualifications . . . . Must have had experience on boiler furnace brickwork and as a mason.

Pay . . . . Rs. 60 p. m. (temporary non-pensionable).

Draughtsmen Higher Grade—

Pay . . Rs. 130—5—160 (temporary non-pensionable).

Tracers—

Pay . . . Rs. 50 to Rs. 90 (temporary non-pensionable).

Qualifications . . . Must have had experience as such in the Drawing Office of engineering firms of repute.

M167DofL—1,000—17-9-11—GIPS

The reply to this communication should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

W136-40-2. 822/W.

No.F.46-40(IV)/W.

FROM

THE SECRETARY
TO THE HON'BLE THE RESIDENT IN MYSORE.

To

The Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

CHIEF SECRETARY * 14. NOV. 1941 * GOVT. OF MYSORE.

Dated Bangalore, the 14th November *1941.*

Technical Training Scheme- Civmil Plan - Procedure for accounting of charges on account of stipends or pay and allowances of enrolled trainees.

SIR,

I am directed to refer to my letter No.F.46-40(IV)/W, dated the 16th October 1941, and to forward for information a copy of a letter from the Government of India, Labour Department, to all Heads of Training Centres (with 20 or more trainees), No.TRA411, dated the 25th October 1941.

I have the honour to be,
Sir,
Your most obedient servant,

for SECRETARY TO THE RESIDENT.

ksln.

Copy of a letter from the Government of India, Labour Department, No.TRA411, dated the 25th October.

Subject:- Technical Training Scheme- Civmil Plan- Procedure for accounting of charges on account of stipends or pay and allowances of enrolled trainees.

I am directed to refer to this Department letter No.TRA411(1) dated the 17th September 1941, and to say that under the terms of the Civmil Plan all payments made to trainees on and from the date of their enrolment in the Army by way either of stipends or pay and allowances will be debitable to Defence Estimates. All such expenditure, whether incurred at civilian or Civmil centres, will be met in the first instance by the Head of the training centre concerned from the grant under the head "64-Miscellaneous expenditure connected with the war", in accordance with the procedure laid down in this Department letter No.TR58 dated the 20th December 1940. The amounts required for payment to enrolled trainees should be drawn on separate bills marked "Civmil-Plan Enrolled trainees", one section being confined to trainees who are eligible for the Improver rate of pay, viz., Rs.36/15 per month and the other being used for other enrolled trainees, i.e. those drawing Rs.20/- or Rs.25/- per month. The expenditure incurred by civilian and Civmil training centres on the payment of stipends or pay and allowances to enrolled trainees will be recouped subsequently by lump sum contributions from Defence Estimates and the recoveries will be exhibited as reduction of expenditure under the head "64-Miscellaneous expenditure connected with the war" through a distinct deduct entry. For the present all other charges connected with the training of enrolled trainees at civilian or Civmil centres will continue to be met from the Head "64-Miscellaneous expenditure connected with the war".

Sd/- ....

Deputy Secretary to the Govt. of India.

ksln.

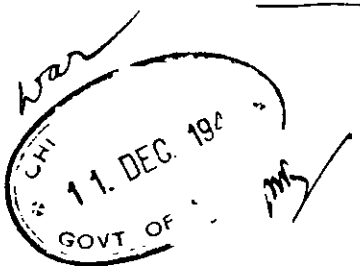
W 136-40-3. 921/W

THE OFFICE OF THE HON'BLE THE RESIDENT IN MYSORE,

Dated Bangalore, the 11th December 1941.

No.F.46-40(IV)/W.

A copy of the undermentioned paper is forwarded with compliments to the Chief Secretary to the Government of His Highness the Maharaja of Mysore, Bangalore, for information, in continuation of letter from this Residency No.F.46-40(IV)/W, dated the 16th October 1941.



By order, etc.,

for SECRETARY TO THE RESIDENT.

CIVMIL PLAN - Correction Slip No.1, dated the 19th November 1941.

VN

GOVERNMENT OF INDIA.

DEPARTMENT OF LABOUR.

Civmil Plan.

Correction Slip No, 1, dated the 19th November 1941.

In paragraph 3(4), *after* item "(iii) Ration allowance at 5 annas per day" *insert* an asterisk and include the following note at the end of the sub-paragraph :—

"*The ration allowance will be payable only when free rations are not obtainable, *e.g.*, at Civmil centres. When a trainee joins an Army training centre, he will be provided with free rations and will not, therefore, be eligible for the ration allowance".

Copy forwarded in continuation of this Department letter No. TRA411(1), dated 17th September 1941 to :—

(1) All Heads of Civmil centres	with	20 spare copies.
(2) All Heads of centres with 50 or more trainees	do.	
(3) All Heads of centres with (20 to 49 trainees).	with	10 spare copies.
(4) Defence Deptt. (A. G.'s Branch)	,,	50 do.
(5) Political Deptt.	,,	30 do.
(6) Railway Deptt., Railway Board	,,	2 do.

By order, etc.,

I. M. BHATNAGAR,

for *Deputy Secretary to the Government of India.*

GIPD—85 D of L—20-11-41—4,000.

1404/

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S

THE OFFICE OF THE HON'BLE THE RESIDENT IN MYSORE,

Dated Bangalore, the 24th March 1942.

No.F.7-42/W..

A copy of the undermentioned paper is forwarded with compliments to the Chief Secretary to the Government of His Highness the Maharaja of Mysore, Bangalore for information, in continuation of letter from this Residency No.F.46-40(IV)/W, dated the 16th October 1941.

By order, etc.,

for SECRETARY TO THE RESIDENT.

Letter from the Government of India, Labour Department, to all Heads of Training Centres (with 20 or more trainees) No.TRA411, dated the 7th March 1942.

VN

Subd for perusal. The Engg. College Banga is the only Civil Institution in this State at present.

25/3

A copy of this letter may be sent to the Principal of the College for information & necessary action

The Labour Dept letter is addressed to all Heads of Training Centres. As such it seems unnecessary to send a copy to the Principal

27/3

NOTE—Cont. Sheet.

WTC4155—GPB—55,000—23-10-41

Telegrams:
LABOUR".

GOVERNMENT OF INDIA.
Department of Labour.

No. TRA411.

Dated New Delhi, the 7th March 1942.

From

N.C.Shrivastava, Esquire, I.C.S.,
Under Secretary to the Government of India,

To

All Heads of Training Centres (with 20 or more trainees).

Subject:- Technical Training Scheme - Civmil Plan - Hair-cutting and washing allowance.

Sir,

In continuation of this Department letter No. TRA411(1), dated the 17th September 1941, I am directed to say that the 'hair-cutting and washing' allowance of -/5/- (annas five) per mensem per head included in the Improver's rate of pay has been increased to -/10/- (annas ten) per mensem, with effect from the 1st September 1941, thus raising the Improver's pay from Rs.36/15/- to Rs.37/4/-. I am accordingly to convey the sanction of the Central Government to the payment of 'hair-cutting and washing allowance' at the increased rate to all trainees enrolled under the Civmil Plan with retrospective effect from the date on which they became entitled to the Improver rate of pay. In the case of trainees who have already left a Civil or Civmil Centre the amount due should be paid as under:-

(a) In the case of trainees who have been transferred from either a Civmil or a Civil Centre to an Army Centre or Unit, by the head of the Army Centre or Unit concerned;

(b) In the case of trainees transferred from a Civil to a Civmil Centre, by the head of the Civmil Centre concerned.

The amount admissible under (a) above will be intimated by the Civil or Civmil Centre to the Army Centre or Unit to which the trainee has been posted for payment.

2. The expenditure under (b) above will be met in the first instance by the head of the Civmil Centre concerned from the grant under the head "64-Miscellaneous expenditure connected with the War", in accordance with the procedure laid down in this Department letter No. TR58, dated the 20th December 1940, and recouped subsequently by lump sum contributions from Defence Estimates and recoveries exhibited as reduction of expenditure under the head "64-Miscellaneous expenditure connected with the War" through a distinct deduct entry.

I have the honour to be,
Sir,
Your most obedient servant,

Under Secretary to the Government of India.

Copy....

Copy forwarded for information to:-

1. All Chairmen of National Service Labour Tribunals.
2. All Regional Inspectors.
3. Adjutant General's Branch (with 25 spare copies).
4. All Technical Recruiting Officers (with 15 spare copies to each).
5. Master General of Ordnance Branch.
6. Railway Department (Railway Board).
7. Political Department (with 30 spare copies).
8. All Accountants General and Comptrollers.
9. The Auditor General of India.
10. The Director of Railway Audit.
11. The Chief Auditors and Government Examiners of Accounts of the M.& S.M., B.B.& C.I., B.N., B.& N.W. and R.& K. Railways.
12. Financial Adviser and Chief Accounts Officers and Chief Auditors, E.I., G.I.P., B.&A. and N.W. Railways.
13. Defence Department.
14. Financial Adviser, Military Finance for communication to Military Accountant General and all Controllers with regard to adjustment of expenditure under paragraph 1 (a) and (b) (25 copies).

By order, etc.,

for Under Secretary to the Government of India.

JPS/7.

W 136-40-

1444/W.

The reply to this communication should be addressed to the Secretary to the Resident Mysore, Bangalore, by designation and not by name.

No.F.7-42/W.

FROM

THE SECRETARY
TO THE HON'BLE THE RESIDENT IN MYSORE.

To

The Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

Dated Bangalore, the 22nd **April** *194*

27. APR. 1942 * GOVT. OF MYSORE.

136/40

**Technical Training Scheme -
The Civmil Plan.**

SIR,

I am directed to refer to letter from this Residency No.F.46-40(IV)/W, dated the 16th October 1941, and to forward for information a copy of the Civmil Plan, revised and corrected up to 1st March 1942.

I have the honour to be,
Sir,
Your most obedient servant,

for SECRETARY TO THE RESIDENT.

28. APR. 1942 * SECRETARY TO THE RESIDENT IN MYSORE.

GOVERNMENT OF INDIA.

DEPARTMENT OF LABOUR.

Technical Training Scheme.

APR 28 194
1125

The Civmil Plan.

(Revised and corrected up to 1st March 1942.)

1. *The Plan.*—Large numbers of trainees are required for the technical branches of the Indian Army. It is necessary to ensure at as early a stage of training as possible that the material needed to meet these requirements will be available when wanted. A scheme has therefore been introduced whereby (1) trainees who volunteer and are suitable for Army Service may enrol at any time after joining a training Centre and, if qualified, receive Army rates of pay, and (2) enrolled trainees may be concentrated at selected training centres under the Technical Training Scheme until they are sufficiently advanced in training to be transferred to Army Training Centres. The Scheme is known as the "Civmil" Plan and the selected training centres to which enrolled trainees are sent are termed "Civmil" Centres. (*See* list attached).

2. *Enrolment.*—Any trainee who wishes to volunteer for service in the Army should register with the Head of the Training Centre who will inform the Technical Recruiting Officer from time to time of the number of volunteers. The Technical Recruiting Officer (or a member of his staff) will make periodical visits to training centres and enrol as many volunteers as are found medically fit and otherwise suitable for service with the forces. Heads of Training Centres will forward lists showing the names and trades of the trainees who have been enrolled to the National Service Labour Tribunal and the Regional Inspector concerned. As soon as possible after their enrolment all trainees at civil training centres will be transferred to Civmil centres under the orders of the Technical Recruiting Officer.

3. *Transfers to the Services.*—Fitter, Electrician and Instrument Mechanic trainees who enrol in the Army may be transferred either from civil or Civmil centres to Army training centres as soon as they have completed three months' training, while trainees in other trades required by the Army will be transferred as soon as they have passed the prescribed trade tests.

4. *Home leave on posting.*—Enrolled trainees may be allowed 7 days casual leave with full pay before being posted to an Indian Army unit or an Army training centre at the discretion of the Technical Recruiting Officer in the case of trainees at civil training centres or the Head of the centre in the case of Civmil training centres. In such cases each trainee will be provided by the Technical Recruiting Officer or other competent Military authority with concession vouchers which will enable him to perform the return journey to his home and back to the training centre on payment of a single third class fare.

5. *Pay of enrolled trainees.*—Subject to the provisions of paragraph 6, trainees who are enrolled in the Army will be eligible from the date of their enrolment for the Improver rate of pay, *viz.* :—

Trades.	Basic pay.	Trade pay.	Haircutting and washing allowance.	Ration allowance.	Total cash per month.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Blacksmith, Carpenter, Draughtsman, Electrician, Fitter, Instrument mechanic, Machinist (Metal), Moulder, Pattern maker, Surveyor, Tin and Coppersmith, Turner, Welder (oxy or electric) and Wireless Operator.	16 0 0	11 4 0	*0 10 0	*9 6 0	*37 4 0
Engine Driver (I. C.), Engine Driver (Steam), Painter, Textile Refitter and Vulcanist.	16 0 0	9 6 0	*0 10 0	*9 6 0	35 6 0

*** Payable only at Civmil centres. At Army training centres free rations and free haircutting facilities, etc., will be provided and these allowances will not be admissible.**

6. *Standard to be attained by volunteers.*—Trainees who volunteer to enrol but do not satisfy the Technical Recruiting Officer that they are likely to make efficient tradesmen will be allowed to enrol at the discretion of the Technical Recruiting Officer, but will receive only the normal stipends of Rs. 27 for Matriculates or Rs. 22 for non-Matriculates until such time as they are certified by the Head of the centre to have reached the stage of being likely to make efficient tradesmen. They will then become eligible for the Improver rate of pay.

NOTE.—The expression "likely to make an efficient tradesman" means that the trainee must show sufficient intelligence and elementary mechanical aptitude to justify the belief that he is likely with further training to become a competent tradesman in a reasonable time.

7. *Improver rate not payable at civil centres.*—As a matter of administrative convenience, the Improver rate of pay will not be paid at civil training centres. As soon, however, as an enrolled trainee is transferred from a civil training centre to a Civmil or an Army training centre, he will be paid by the Head of that centre the difference between the stipends drawn by him at the civil training centre and the increased rate of pay to which he became entitled with effect from the date of his enrolment in the Army or in cases falling under paragraph 6, the date on which he was certified to be likely to make an efficient tradesman.

8. *Filling of vacancies at Civmil centres.*—All vacancies at Civmil centres in trades required by the Indian Army (*see* para. 9) will be filled by Technical Recruiting Officers and their staff, preferably by the transfer of enrolled trainees from civil training centres. If, however, a sufficient number of enrolled trainees is not available, Technical Recruiting Officers may fill the vacancies by direct recruitment from the open market. If they are unable to do this, they may arrange with National Service Labour Tribunals or local Selection Committees for the vacancies to be filled direct by these organizations from among candidates who are willing to serve in the Army and who will be prepared to enrol on the first visit of a member of the Technical Recruiting Staff. Candidates who are accepted on this condition and who do not enrol when called upon to do so, should be discharged by the Head of the centre, the facts of each case being reported to the Chairman of the Tribunal.

9. *Trades required by Army.*—For the purpose of filling vacancies at Civmil centres the following trades will be regarded as trades required by the Army:—

Blacksmiths, Carpenters, Draughtsmen Mechanical (III Grade), Electricians, Engine Drivers (I. C.), Engine Drivers (Steam), Fitters, Instrument Mechanics, Painters, Pattern Makers,

Surveyors, Textile Refitters, Tin and Copper Smiths, Vulcanists, Welders (Electric), Welders (Oxy-acetylene) and Wireless Operators.

NOTE.—Trainees undergoing training in other trades may, though recruited by Tribunals or local Selection Committees, be enrolled in the Services under the terms of the Civmil Plan subject to such limits as may be communicated to Technical Recruiting Officers in demands from General Headquarters. If a Tribunal considers that in any particular case the responsibility for filling vacancies at a Civmil centre in trades not included in this list should be transferred to the Technical Recruiting Officer, the Chairman should approach the Labour Department.

10. *Administration of Civmil Centres.*—Civmil training centres will be administered by the rules* and orders issued by the Labour Department, including those relating to leave, sickness, medical treatment and holidays, and will remain under the inspection and administrative jurisdiction of the Regional Inspectors acting on behalf of that Department. All enrolled trainees will, however, be subject to military discipline and though subject in all respects to the orders and general control of the Head of the training centre, they may not be punished or discharged except by order of a competent military authority to be appointed for the purpose by the local District Commander. If any disciplinary question arises at a civil centre before the transfer of an enrolled trainee to a Civmil or Army centre, the Head of the Centre should report the case to the Technical Recruiting Officer and the trainee concerned will be transferred as quickly as possible to the nearest Civmil centre.

11. *Transfers of enrolled trainees.*—All transfers of enrolled trainees to and from training centres will be made under the orders of the Technical Recruiting Officer and the trainees will travel on warrants issued to them by the Technical Recruiting Officer or other competent military authority. They will also be paid ration allowance in lieu of free rations for rail journeys at the rate of 0-8-0 per day and their actual expenses for road journeys. These payments will be made by the Technical Recruiting Officer if available, or if not, by the Head of the centre under the written authority of the Technical Recruiting Officer. If a trainee leaves a training centre before receiving his ration allowance or road expenses, these will be paid to him by the Head of the Civmil or Army training centre or Unit to which he has been transferred.

12. *Records of enrolled trainees.*—The records and all papers concerning enrolled trainees will be kept by Heads of training centres who will prepare and despatch the last pay certificates of trainees transferred therefrom to Army or Civmil training centres, copies of the necessary forms being provided by the Technical Recruiting Officers.

13. *Payments.*—All payments made by Heads of Training Centres to trainees on and after the date of their enrolment in the Army by way of stipends, pay and allowances or road expenses will be debitable ultimately to Defence Estimates. All such expenditure whether incurred at civil or Civmil centres will, however, be met in the first instance from the grant under the head "64—Miscellaneous expenditure connected with the war, 1939" in accordance with the procedure laid down in Appendix V to "Instructions to Heads of Training Centres." The amounts required for payment to enrolled trainees at both civil and Civmil centres should be drawn on separate bills marked "Civmil Plan—enrolled trainees", one section being confined to trainees who are eligible for the Improver rate of pay and the other being used for other enrolled trainees, *i.e.*, those who have not yet been certified by the Head of the centre to have reached the stage of being likely to make efficient tradesmen and those who are consequently entitled only to the usual amounts of Rs.22 or Rs. 27 per month.

NOTE.—As the Improver rate of pay cannot be drawn at civil training centres, all enrolled trainees at those centres, *i. e.*, those in both the sections referred to above, will be paid stipends at the usual rates, *viz.* Rs. 27 per month for matriculates and Rs. 22 for non-matriculates.

* Instructions to Heads of Training centres

14. *Accounting.*—The expenditure incurred by both civil and Civmil training centres on the payment of stipends or pay and allowances or cost of conveyance by road when paid by Heads of centres to enrolled trainees will be recouped by Accountants General by lump sum contributions from Defence Estimates, the recoveries being exhibited as reductions of expenditure under the head "64—Miscellaneous expenditure connected with the war" through distinct deduct entries. All other charges connected with the training of enrolled trainees at civil or Civmil centres will continue to be met until further orders from the head "64—Miscellaneous expenditure connected with the war, 1939".

15. *Treatment of vacancies.*—All vacancies caused by transfers to Army training centres will be treated by Tribunals and Selection Committees as "secondary" vacancies. Vacancies caused by transfers to Civmil training centres will be regarded as "original" vacancies (*see* paragraph 14 of "Instructions to Heads of Training Centres").

Assam.

1. Prince of Wales Technical School, Jorhat.
2. Surma Valley Technical School, Sylhet.

Bengal.

3. I. G. N. and R. Dockyard, Garden Reach, Calcutta.
4. Nonapukur Workshop, Calcutta Tramways Company.
5. Vishnupur Technical School, Vishnupur (Bankura), Bengal
6. Government Dockyard, Narayanganj.
7. Moberly Technical School, Hooghly.
8. I. G. N. and R. Workshops, Sonachura.
9. Ahsanullah School of Engineering, Dacca.
10. Calcutta Engineering College, Ballygunge, Calcutta.

Bihar.

11. Bihar College of Engineering, Patna.
12. Public Works Department Workshop, Dehri-on-Sone.
13. Jamshedpur Technical Institute, Jamshedpur.

Bombay.

14. Triangular Motors, Queens Road, Bombay.
15. College of Engineering, Poona.
16. Nowrosjee Wadia College, Workshop, Poona.
17. King Edward VII Technical Institute, Dhulia.
18. R. C. Technical Institute, Ahmedabad.
19. F. C. Parekh Technical Institute, Surat.
20. Kalabhawan Technical Institute, Baroda.
21. Bhavnagar State Railway Workshops, Bhavnagar.
22. Robertson School of Industry, Ratnagiri.
23. Victoria Jubilee Technical Institute, Bombay.

Central Provinces and Berar.

24. The Government School of Handicrafts, Akola.
25. The Rasulpura Training Centre, Mhow.
26. Government Engineering School, Nagpur.

Delhi.

27. Delhi Polytechnic, Lothian Road, Delhi.
28. Anglo Arabic College, Delhi.

Madras.

29. P. Orr and Sons, Madras.
30. P. S. G. and Sons, Coimbatore.
31. College of Engineering, Bangalore.
32. College of Engineering, Trivandrum.
33. Government Technical School, Calicut.
34. Government Technical School, Madura.
35. C. N. T. Institute, Madras.
36. The Madras Training Centre.
37. Ramakrishna Mission.

North-West Frontier Province.

38. Government Industrial School, Peshawar.

Orissa.

39. Orissa School of Engineering, Cuttack.

Punjab.

40. North Western Railway Workshops, Moghalpura.
41. Punjab College of Engineering and Technology, Lahore.
42. Sialkot Industrial School, Sialkot.
43. Industrial School, Ferozepore.

Sind and Baluchistan.

44. N. E. D. Engineering College, Karachi.

United Provinces.

45. Thomason Civil Engineering College, Roorkee.
46. Government Wood Works, Institute, Bareilly.
47. Canning Road Centre, Allahabad.
48. Government Technical Institute, Gorakhpur.
49. Government Technical Institute, Lucknow.

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